

**CITY OF LINCOLN, NEBRASKA
COMMISSION ON HUMAN RIGHTS
MINUTES
Thursday, May 13, 2010**

CALL TO ORDER/ROLL CALL

The May 13, 2010 meeting of the Commission on Human Rights was called to order at 4:03 p.m. by Chairperson Wendy Francis.

Roll Call was documented as follows:

MEMBERS PRESENT

Commissioners Gene Crump, Takako Olson, Mary Reece, Jose Quintero, Wendy Francis. Commissioner Rodriguez arrived directly after roll call and was counted present.

MEMBERS ABSENT

Commissioners Karla Cooper, Dick Noble and Anitra Warrior.

STAFF PRESENT

Director Larry Williams; Investigators Angela Wortman and Margie Nichols; Asst. City Attorney Jocelyn Golden; and Connie Guillaume.

Director Larry Williams introduced Asst. City Attorney, Jocelyn Golden as the new liaison with the City Law Department. Ms. Golden greeted Commissioners and gave them a brief overview of her work experience. Each Commissioner also introduced themselves.

APPROVAL OF MARCH 25, 2010 MINUTES

A motion was made by Commissioner **Crump** and seconded by Commissioner **Reece** to approve the minutes of the March 25, 2010 meeting. Chair Francis requested roll call.

Voting Aye: Commissioners Crump, Olson, Reece, Rodriguez, Quintero, Francis.
Motion to approve the March 25, 2010 minutes carried 6-0.

APPROVAL OF MAY 13, 2010 AGENDA

A motion was made by Commissioner **Reece** and seconded by Commissioner **Olson** to approve the May 13, 2010 meeting agenda.

Voting Aye: Commissioners Olson, Reece, Rodriguez, Quintero, Crump, Francis.
Motion to approve the May 13, 2010 Agenda carried 6-0.

CASE DISPOSITIONS

1. LCHR No.: 09-1113-057-E-R

Due to a conflict of interest, Commissioner Reece excused herself and left the dais during discussion.

A motion for a finding of No Reasonable Cause was made by Commissioner **Crump** and seconded by Commissioner **Quintero**.

Commissioner Rodriguez noted that the Complainant's file included many disciplines for tardiness. She asked if there was any relationship between the late arrivals and him being scheduled to work on his Sabbath. Investigator Wortman indicated there were at least two instances of late arrivals (nine or more minutes) when scheduled to work on his Sabbath. However, most instances of tardiness were not related to his Sabbath.

Investigator Wortman continued to explain that the Complainant had indicated at time of hire, of work restrictions on his Sabbath (Friday sundown to Saturday sundown). Complainant was told at that time it wouldn't/shouldn't be a problem. However, his first supervisor scheduled him to work on his Sabbath in November and again in February. His second supervisor was more lenient in not scheduling him to work on his Sabbath. The Complainant was initially scheduled to work in his Sabbath in May, but ultimately did not have to due to shift swapping and schedule changes.

Hearing no further discussion, Chair Francis asked for Commissioner Reece's return to the dais and that the roll be called.

Voting Aye: Commissioners Rodriguez, Quintero, Crump, Olson, Francis.

Abstain: Commissioner Reece.

Motion for a finding of **No Reasonable Cause** carried 5-0-1.

PRE-DETERMINATION SETTLEMENT AGREEMENTS

2. LCHR No.: 10-0402-009-H

A motion was made by Commissioner **Crump** and seconded by Commissioner **Rodriguez** to accept the pre-determination settlement agreement as written.

Chair Francis requested roll be called.

Voting Aye: Commissioners Quintero, Crump, Olson, Reece, Rodriguez, Francis.

Motion to accept the pre-determination settlement carried 6-0.

SUCCESSFUL CONCILATION

3. LCHR No.: 08-0828-056-E-R

A motion to accept the Successful Conciliation was made by Commissioner **Reece** and seconded by Commissioner **Olson**.

Francis requested the roll be called.

Voting Aye: Commissioners Olson, Reece, Rodriguez, Quintero, Crump, Francis.
Motion to accept the Successful Conciliation carried 6-0.

ADMINISTRATIVE CLOSURE

4. LCHR No.: 09-1202-062-E-R

A motion to accept the Administrative Closure was made by Commissioner **Crump** and seconded by Commissioner **Reece**.

Chair Francis requested the roll be called.

Voting Aye: Commissioners Crump, Olson, Reece, Rodriguez Quintero, Francis.
Motion for to accept the Administrative Closure carried 6-0.

OLD BUSINESS

Commissioner Francis commended Director Williams on the great presentations at the 2010 Civil Rights Conference. Realtors were especially impressed with the speaker for the real estate session. Mr. Williams stated it was one of the largest turnouts (352 total; 148 on Tuesday; 202 on Wednesday). Conference evaluations were tabulated and presented by Colleen Floth. The majority were mainly positive; excellent to good, very few fair or poor. Attendees liked the two separate tracks for housing and employment. The biggest comment was not enough handouts for the housing sessions. All handouts are now available on the Commission's website.

Mr. Williams continued that the next budget will be tight again this year. Grant funds are not as available as they used to be. He would be meeting soon with the Mayor and have a better idea then.

Mr. Williams also indicated that he will be passing on community announcements on events via email. He invited Commissioners to send him event notices which he would, in turn, pass on to the Mayor's Office, MAC, etc.

NEW BUSINESS (None)

PUBLIC COMMENTS (None)

ADJOURNMENT Meeting adjourned at 4:30 p.m.

NEXT MEETING: The next meeting is scheduled for **4 p.m., Thursday, June 24, 2010.**